



Harford County
Department of Social Services
Guiding the way to a brighter tomorrow

What's in the Light

A QUARTERLY NEWSLETTER OF THE HARFORD COUNTY DEPARTMENT OF SOCIAL SERVICES

Volume 11 / Issue 1

Spring 2011

As a guiding force within our community, we actively pursue opportunities to promote the growth and development of families, empower people in need and protect vulnerable children and adults.



**I discovered I
always have
choices and
sometimes it's
only a choice of
attitude.**

--Judith M. Knowlton

We're Baaaack

We've been on a long hiatus, but now we're back and ready to forge ahead at full steam to keep staff, retirees, and stakeholders informed of our many happenings. We have a lot of new and exciting projects on the horizon, which you will read about in this edition of *What's in the Light*.

"Success Starts with Beginning"

You don't need to know all of your answers in advance to solve a problem or to reach your goal. But you must have a clear idea of the problem or the goal you want to reach in advance.

Everyone who achieved success in a great venture, solved their problems as they came to them. They helped themselves. And they were helped through powers known and unknown to them at the time they set out on their voyage. They kept going regardless of the obstacles they met.

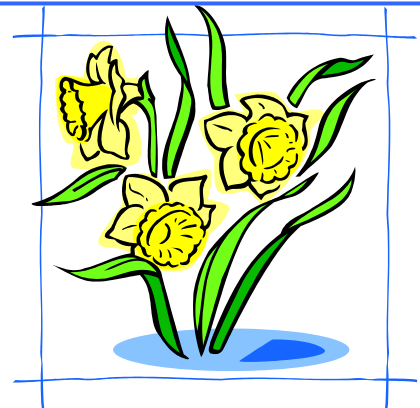
Don't procrastinate when faced with a difficult problem. Break your problem into parts, and handle one part at a time. All you have to do is know where you're going. The answers will come to you of their own accord.

It's the job you never start that takes longest to finish.

~Author Unknown

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2010-2011 HARFORD COUNTY DSS ADVISORY BOARD MEMBERS

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Keisha Stevens

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Dion Guthrie, County Ex-Officio

Board Meetings are held the third Thursday of the month (September–June) at 6:30 p.m. in the Bel Air DSS conference room.

Harford County Department of
Social Services

2 South Bond Street, Bel Air, MD 21014
Phone: 410-836-4700 Fax: 410-836-4945

Child Support Office

101 South Main Street, Bel Air, MD 21014
Phone: 410-420-6400 Fax: 410-638-8990

W.A.G.E. Connection

975 Beards Hill Rd, Aberdeen, MD 21001
Phone: 410-297-9243 Fax: 410-297-6134

Child Advocacy Center

23 North Main Street, Bel Air, MD 21014
Phone: 410-638-3294 Fax: 410-638-3296



Martin O'Malley, Governor

Anthony Brown, Lt. Governor

Theodore Dallas, Secretary

Director's Corner

It is said that the decisions we make today affect us for years on end. Each and every day, we make such decisions that impact ourselves and those around us – from our service delivery perspective to our personal lives, we choose a course of action based on the information we have on hand. Our decision making process also entails our “belief” structure as to the event at hand and thus influences the outcome of our decision making process. Beliefs are an integral component to our behavior and ultimate action(s). With that said, it is my belief that professionally what we do as staff of this agency does make a difference to those we serve and is remembered over time. Our decisions lead to the establishment of “our legacy” to the community and one another and should be recognized and celebrated. Thus, like the phoenix arising from the flames, it is time to resurrect our newsletter and recognize the good things that we do and the good times that we share amongst ourselves.

The reasons for our hiatus from publishing the newsletter are not as important as our renewed commitment to all to regularly put forth our publication on a seasonal basis. To be successful in fulfilling this mission will require something of all of us – talent, inspiration, creativity and ideas so that we may capture all of the great things we do so that we may share them with all. I am cognizant of the stressors we face with increased caseloads, reduced staffing patterns and heightened expectations by stakeholders. The increased stressors we also face with a world seemingly in chaos wherein the proverb, “May you live in interesting times” seems all too appropriate today. However, it is exactly for these reasons that we need to celebrate our successes for such recognition becomes the “fuel” to power our emotional “battery” that helps us get through the tough times we all face.

Plato once stated, “The beginning is the most important part of the work”. As the headline on page one states, “We’re Baaaack”. I would only add ...“And We’re Here to Stay”. Enjoy! ♥

Jerome M. Reyerson, LCSW-C

P.S. Please share your “newsworthy” events with us so that they may be acknowledged in our summer newsletter.

Strategic Planning Retreat

By Jerry Reyerson

This agency's current five year strategic plan will end on June 30, 2011 (FY 2007-2011). In an effort to update and renew our strategic plan, almost 30 staff and numerous Advisory Board members met on September 30 and October 1, 2010 as well as February 23, 2011 with discussion being facilitated by staff from the Office of Planning and Development at DHR. The energy of those attending was palpable and the discussions held were open, effective and productive. The product of our "new" strategic plan to date entails:

- The decision to reduce the timeframe of our strategic plan from five years to three years (FY 2012 to FY 2014);
- Enhancements to the phasing of our vision and mission statements;
- Additions to the "behavioral anchors" that underscore the values we hold dear; and
- The expansion of our goals from four to five.

At this time, the focus is on the development of strategies and action plans for each of the five goals established and various work groups are addressing such things as an employee satisfaction survey, stakeholders survey and the interface of the Continuous Quality Improvement (CQI) Council to the revised plan. While we have made great progress, there is a need to "fine-tune" our strategic plan prior to its begin date of July 1, 2011. As such, another session has been scheduled for May 19, 2011 of our strategic planning workgroup so as to finish our strategies and action plans.

Kudos to the workgroup and the CQI Council for their hard work and openness to the changes we envision in our strategic plan. The fruits of their labor will be savored over the coming years.♥



If you ever question how we impact those we serve, read this – what we do does make a difference to those we serve

Hello Mr. Reyerson,

I hope this email finds you well. You may not remember me, however, you and your department assisted me several months ago with obtaining a welfare avoidance grant. I am a single working mother who is raising a child with a dual diagnosis of Autism and Down syndrome. Since my son's birth and subsequent intensive medical needs, I have utilized assistance through Harford County Social Services.

Throughout this difficult journey, I have worked very hard to return to work and to find financial stability. In February I was approved for a home through Habitat for Humanity and began fulfilling my commitment for that program. One major challenge was how to provide care for my son while I maintained my full time employment and took on the additional 250 volunteer sweat equity hours I needed to complete for the house. What made it even more difficult was the summer when school is out. By working full time, I was just over the limit for services through Harford County, however, if I returned to part-time work, I would no longer qualify for the house. I knew that without the Habitat program, I would never be able to afford to own a home. I also knew that I wanted to utilize public assistance as the temporary assistance I feel it was created to be. I had no idea how to manage this final hurdle when I felt that I was so close to returning to the financially independent person I had once been.

I met Secretary Wilbon while testifying in Annapolis in support of the DHR respite grant. Secretary Wilbon encouraged me to contact Harford County again and to fully explain the situation I faced. I met with you and Ms. Bennett who facilitated the welfare avoidance grant as a way to address the situation. Since that time, I have completed my sweat equity hours and my home is nearing completion. Additionally, not only was I able to maintain my full time position, I have been promoted to a full time supervisory position. This would not have been possible without the assistance from Harford County.

It is important to me that you know how much assistance the Department of Social Services has been to me over the past few years. Ms. Bennett took time and patience to address my situation as did Ms. Walton when interviewing me and explaining the program. While I have worked with multiple people through the years, there are two people who I had the most interaction with.

Mr. Kolar at the Aberdeen WAGE Connection was my first caseworker and always showed compassion and kindness in working with me and my son. He was faced with the challenge of explaining the system to me, making referrals, and supporting me to access multiple agencies. Ms. Potter-Brown was our caseworker for the longest amount of time. She consistently offered hope and positive words of support during our many meetings through the years. I shed many tears at her desk as I struggled to accept my son's disability and faced the despair of the poverty I was living in. Ms. Potter-Brown was a constant source of inspiration and helped me to stand proud even when I felt ashamed for having to utilize assistance. One year, Jesse had been hospitalized through most of the holiday season and I had signed up for Christmas assistance through another agency. Somehow, we had been lost in the many applications. I called Ms. Potter-Brown devastated from worry, lack of sleep and the shame of having nothing to give my son for Christmas. This was the day before Christmas Eve. I had no expectations, I really just called because I knew she would listen and understand. It was later that evening she called me because she had found a family to adopt us for Christmas. I knew it was well past her work time and that she had taken it upon herself to help us. On Christmas Eve, "Santa" picked us up and took us shopping. Jesse had toys galore! Santa brought food, household supplies, clothing for me and even ornaments for the tree. I will never forget that experience of being at the lowest point of despair and a day later having the best holiday ever.

This is the caliber of people that I have had the good fortune to support me through my darkest hours. I have always been treated with dignity and respect and I am grateful for the good work your department does.

I would greatly appreciate it if you could forward my thanks to the outstanding staff within Harford County Social Services.

Kindest regards,
Teresa Herbert
10/20/2010♥

Division News

Child Support

For customers we went to Annie's Playground on Tuesday, August 3, 2010 in Bel Air. On Tuesday, August 10, 2010 we went to Tydings Park in Havre de Grace to be available for customers in that part of the county. We provided parents with information on child support services and paternity establishment. The staff gave tattoos, Frisbees and did face painting for the children.

We have been giving out the grow cups and calendars to customers who come into the office.

August is child support awareness month. To thank staff for all of the hard work they do throughout the year we had the following:

Good morning, sunshine week! Breakfast August 5, 2010

Feast week! Luncheon August 19, 2010

Treat week! "sweet" break August 26, 2010

Services

July 2010 – October 2010

Summer Youth Employment

As part of the Harford County Department of Social Services efforts to provide youth in foster care with the skills that are needed to successfully transition to adulthood, a summer youth employment program was implemented this past summer. The program represented a partnership that included the Department of Natural Resources, the Susquehanna Workforce Network, the Harford County Sheriff's Office, Harford County Government and HCDSS.

Seventeen youth in foster care, ranging in age from 15 to 18, worked at the Susquehanna State Park for five weeks beginning in late June and ending with a Graduation Ceremony on July 30, 2010 at Flying Point Park in Baltimore County. The youth were a part of the Civil Justice Corps (CJC), a larger summer employment initiative of the Department of Natural Resources designed to foster an appreciation of State Parks and environmental stewardship. The Harford County CJC accomplished a variety of tasks in the Susquehanna State Park including planning trees and shrubs, building fishing platforms, staining cabins, building benches and signs, general litter and trail clean-up tasks and resurfacing trails and parking pads.

The experience provided the youth with the opportunity to learn new skills, form a meaningful bond with the natural world and develop relationships with other youth in foster care.

Harford County Visitation Center

The Harford County Visitation Center opened on September 1, 2010. The Center is located in the Aberdeen Community Building at 34 N. Philadelphia Avenue in Aberdeen and is designed to provide children and families involved in foster care and custody cases with a safe, family-friendly visitation environment. For children in foster care, meaningful visitation with their birth family is paramount to a successful reunification. Nineteen families have been referred to the center to date. The Center's hours of operation include daytime, evening and week-end hours to provide flexibility and accessibility for families.



The Visitation Center is a partnership between the Circuit Court of Harford County, the Office of Family Court Services, Family and Children's Services of Harford County, Harford County Government, CASA of Harford County, Aberdeen Police Department and the Harford County Department of Social Services.

The Center is staffed with a Program Coordinator, Amie Myrick, an employee of Family and Children's Services of Harford County. CASA of Harford County provides visit facilitators and the Aberdeen Police Department provides security for visits when needed.

Funding for the Center is provided by the participating agencies and a grant from the Office of Administrative Courts.

Place Matters 2010 Goals and Performance

The Place Matters initiative, implemented in 2007, is designed to improve safety, permanency and well-being outcomes for children and families served through Child Welfare Services in Maryland. The initiative is grounded in the belief that children are better off when they are with their own families as long as it is safe to do so and when safety concerns require Agency intervention, efforts to keep the child in the least restrictive, most appropriate and most proximate placement where safety can be assured are critical.

Place Matters has a number of goals and benchmarks to measure performance in improving the safety, permanency and well-being of children and families served through the child welfare system. At the Place Matters Awards Luncheon on October 14, 2010 awards were given to local jurisdictions who met or surpassed the following Place Matters goals:

- Decrease the number of children in out of home care by 10%
- Increase the number of children placed in family foster care to 75% of the total number of children placed;
- Decrease the number of children in group care to 12% of the total number of children placed; and
- Achieve the jurisdictional adoption goal established for FY 2010 (28 for Harford County).

Harford County made progress in each of the goal areas and surpassed the goal in two areas:

- 75% of the total number of children placed were in family foster care; and,
- The Adoption goal was met and surpassed by 25% with a total of 35 adoptions finalized. ♥

Deputy Secretary Rogers Visits Harford County

By Cora Grishkot

On November 22, Deputy Secretary Stacy Rogers visited Harford County to celebrate the hard work and accomplishments of the Family Investment Administration Staff. Waving her "terrible towel" and chanting "Go Food Stamps" Secretary Rogers thanked staff and brought words of gratitude from Central Administration for all the efforts put forth in meeting the goals of Thompson Compliance. ♥



Board Broadcast

Featuring Mikki Hogue, Advisory Board Chair

By Sally Thompson

Though realistic about the economically challenging times faced by the citizens of Harford County, Mikki Hogue is optimistic for the future, believing the county is “blessed with the resources” to improve opportunities for success. This optimism serves Ms. Hogue well as the new Chairperson for the HCDSS Advisory Board. With three years of service as a Board Member, Ms. Hogue sees the role of the Board as that of “citizen advocates” who can collectively take positions on behalf of the agency at the local, county or state level.



With 29 years of experience as a State of Maryland employee, Ms. Hogue is deeply sensitive to the issues affecting HCDSS employees and the Marylanders they serve. During her early career, she worked as a Program Analyst in what was then known as the Department of Employment and Social Services (now DHR) within the Office of the Secretary. Later, while a Regional Supervisor, she helped develop Maryland’s fledgling Child Support Program. Ms. Hogue finished her career at DHR’s Office of Budget and Management’s Personnel Office.

On behalf of the Board, Ms. Hogue emphatically offers to HCDSS staff, “Thank you: The job you do is incredible and never-ending, yet you do it with grace, dignity and a whole lot of caring. You make us proud.” To those citizens whom HCDSS serves, she advises, “Please be aware that our agency will treat you with respect. We will provide or direct you to the services to you need.”

At present, the HCDSS Advisory Board includes twelve volunteer members of the community and a County Council Liaison, Dion Guthrie. The Board meets monthly to discuss agency business, create fundraising opportunities, review legislative initiatives impacting DHR, and coordinate ad hoc committee activities. Annually, the Board reviews and approves HCDSS’ proposed operating budget prior to submission to DHR.♥

Advisory Board Funds Initiatives

By Jerome Reyerson

At the December 10, 2010 All Staff meeting, the Advisory Board announced their intent to fund requests to meet client needs through their Family Assistance Fund. The maximum level of funding available was \$1,000.00. Four proposals were received and in April the Board awarded funding to two of the proposals – Books and Bubbles for Babies (\$500.00) and the Adult Services Food Pantry (\$250.00). Recognition of the recipients of these funds will take place at our All Staff meeting on June 3, 2011 at the Equestrian Center. ♥

Employees Recognized

Child Support Worker of the Year

By Karen Mayer

Linda Leitzer was selected as Harford County's Child Support Worker of the Year. She was honored at the 2010 Celebration of Excellence in Child Support on August 30, 2011 held at the Westin Hotel

Linda is, and has always been a positive force within our Child Support family. Prior to her move to the fiscal unit, she was the front desk receptionist. In that job, she was always professional and positive, delivering exemplary customer service. She brought those qualities with her to the fiscal department. Linda regularly goes the extra mile for our many internal and external customers. She communicates with (at times challenging) customers. Ensuring they are kept informed and always follows up timely and professional.

On many occasions, Linda has rearranged her schedule to accommodate a co-worker or the needs of the unit. She keeps herself up to speed with changes in procedures and assists with streamlining in house processes. She takes the initiative to acquire additional contact information which helps staff and customers alike. In these times of staff shortages and the increasing needs of our customers, Linda has stepped up to the plate every time. ♥



Social Worker of the Year 2010

By Jill Svrjcek

Holly Santoro was honored as the Harford County 2010 Social Worker of the Year at a luncheon sponsored by the Department of Human Resources on March 29, 2010 at the Westin Hotel in Baltimore. Holly has been an out-of-home caseworker with the Agency for 10 years. She consistently goes the extra mile to ensure that children and parents receive the services and supports necessary to achieve reunification whenever possible. When reunification is not possible, she advocates for timely permanency for the children.

Holly is able to see possibility in situations others may see as hopeless and has the knowledge and skill to bring together children, parents, relatives, providers and community partners to achieve a positive outcome for the children and families she serves. She has mastered the ability to incorporate the policies and procedures of the child welfare system with an intervention style that includes empathy, compassion, hope, creativity and empowerment. ♥



Employees Recognized (continued)

Social Worker of the Year 2011

By Jill Svrjcek

Sarah Quinn Jonczak was honored as the Harford County 2011 Social Worker of the Year. Sarah is a Licensed Certified Social Worker-Clinical (LCSW-C) and is a member of the Interagency Family Preservation Program and works with families who present with the most intensive level of need to prevent out of home placement. Sarah can be counted on to conduct a thorough assessment of the family's strengths and needs, engage the family in intervention, garnish the support of community partners and work swiftly to reduce the risk and safety concerns in the family. She also is an alternate Family Involvement Meeting (FIM) facilitator and a Field Instructor for Master's level social work students. Sarah has a ready smile and a "can do" attitude that, coupled with her excellent caseworker skills, make her the Harford County Social Worker of the Year. ♥



Family Investment Workers of the Year

By Cora Grishkot

In December, Interim Secretary Brian Wilbon honored 48 FIA employees for their dedication to meeting the record demand for services such as Food Stamps, Cash Assistance, and Medical Assistance. The honorees were selected by their peers and were invited to attend a luncheon at Westin Hotel in Annapolis to celebrate their outstanding service.



Honorees from Harford County were Betsy Ward and Angel Wyatt.

Betsy always has a positive attitude and is always willing to lend an extra hand.

Angel goes above and beyond her job duties each day. Whenever she is asked to complete a task her answer is always "no problem" or "just tell me what you need".



Both of these ladies define the meaning of team player. Congratulations, Betsy and Angel. ♥

Ann Viol Recognized as DHR Customer Service Award Recipient

By Sally Thompson

Ann Viol of the HCDSS Finance Unit was honored with a Customer Service Excellence Award by DHR during National Customer Service Week celebrated on October 5, 2010. Pictured from left to right are Jerry Reyerson, Sally Thompson, Deputy Secretary for Programs Stacy Rodgers, Ann Viol and Interim Secretary Brian Wilbon.♥



HCDSS Employees Receive HERO Award

By Robbyn Zimmerman

June 2010 – Chris Kreh - -Chris was there helping before you knew you needed help! She is missed!

August 2010 – Amanda Eichberger
Stephanie Cady
Natalie Ballard

These three workers consistently stepped up to the plate to meet deadlines and offer assistance at a time when their department was extremely short staffed.



September 2010 – Lauren Alampi – goes above and beyond what is asked and is currently handling the duties of two assessors.

Brian Raker - Always willing to assist in whatever way he can. Displayed good humor, logistical prowess and teamwork during a recent move.

Mike Shirey - Always willing to assist anyone in need. Displays good humor, logistic expertise and bakes great cookies!

Claudia Orjuela - Claudia painted a mural at the visitation center, transforming an awkward and cold space into a warm and family friendly environment.

Sarah Quinn Jonczak - Sarah displays a compassion and commitment to her families, is a great co-worker and has a wonderful, positive attitude

Angel Wyatt - Always attentive to everyone's needs, stays late to get the job done and assists with any computer issues that arise

Congratulations to everyone for a job well done!♥

HERO Recipient Responds

By Sarah Quinn Jonczak

Thank you so much for the kind recognition of my work here at the Agency. I am not sure that I deserve such an award, but I know that I will work hard to live up to the standards of such an honor in the future! I so enjoy being part of an Agency, staff, and community that cares about the work we do and the people we serve, and also works to support and recognize each other. Thank you for all you do, and let anyone else who may deserve my thanks know they have it as well! ♥

Bake Sales Raise \$\$\$ for Baby Books

By Libre Lelliott

Babies and the people who love them might have been the theme of a recent series of bake sales held at HCDSS. The actual theme was “*Buy a Baby a Book*,” and the bake sales raised funds to purchase books and personal care items for children who come into the daycare center at the WAGE connection. The three bake sales, held at the Bel Air office, the WAGE Connection in Aberdeen, and the Child Support office in Bel Air, raised a total of \$448. Our post-bake sale theme: “*Read a Baby a Book*.”

The idea for the project began when Kaye McMillen, the daycare provider observed that many of the children left in her care, ages ranging from infant to preschooler, appeared to be unfamiliar with stories and concepts learned by most children when someone reads to them. When Kaye shared her concerns with me, both our hearts yearned to help in some way, so finding a way to buy a book for each child who comes to daycare felt like a way to help. When I shared our concerns with the class I was teaching that day along with the idea to have a bake sale to raise money, Pam Cobo, of the Office of Child Support Enforcement, wanted to help too. Thus, the birth of the *Books and Bubbles for Babies* project. Later, Ellen Slagle, Your Future Your Choice instructor at the WAGE, joined us and organized the WAGE bake sale.

The funds raised are all profit because our co-workers at all three locations baked their specialties and contributed them, then came to the marketplace to purchase the wide variety of yummy baked goods. We all agreed that, since this is such a good cause, calories don't count.

The funds raised or contributed to the *Babies* project will be used to purchase books for infants to preschoolers so that each can take home a book; a bookcase to house/display books at the center; electronic reading toys for use while the children are at the daycare center; and baby soap, shampoo and lotion for gift bags. As funds allow, we will fulfill requests to expand the project to children of homeless families and those whose families contact us for other services.

We believe we can stimulate the young minds, excite the curiosity, and ignite the joy of learning for some of these children *and* their mothers. And that could be the beginning of a new direction for the adults they will become. ♥



Pam Cobo and me at the Child Support bake sale.

HEAR Committee News

By Juanita Carroll

The HEAR Committee's upcoming events:

Employee Appreciation Week May 31st to June 3rd

May 31st – Continental Breakfast

June 1st – Brownies and Cookies at 2:30

June 2nd – Ice Cream Sundaes

June

3 All Staff Meeting

30 Red White and Blue Sundae Sale ♥

Diana

By Betty Shipley

I have a granddaughter who is not my kin,
Her blood is not mine nor is her skin,
Her hair is different and so are her eyes,
But she is gentle and loving, witty and wise,
She came as a foster child one day,
And the bonds that were formed caused her to stay,
How lucky I am to have her about,
She is thoughtful and kind and really helps out,
She has NOT my temper, talents, or genes,
But how important are they?
Not at all it seems,
For without all these things she has the best part,
A deep lasting love straight from my heart! ♥

This poem was written by Betty Shipley, mother of Harford County DSS foster mother Dianne Shipley, to honor the relationship she had with Ms. Shipley's foster child, Diana. Mrs. Shipley enjoyed a very close relationship with her foster granddaughter and spent many hours with her. Diana was a source of comfort to Mrs. Shipley during her recent lengthy illness and spent many hours tending to her needs, talking to her, and playing cards with her. Unfortunately, Mrs. Shipley succumbed to her illness last spring. She asked that Diana be included in her obituary as her granddaughter and left this poem as a reminder of her love for Diana.

What's in the Light

A PUBLICATION OF THE HARFORD COUNTY DEPARTMENT OF SOCIAL SERVICES

JEROME M. REYERSON, DIRECTOR

TAMARA BRINKMAN, EDITOR

WEB ADDRESS:

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*Diverse views are presented and do not
necessarily reflect the opinions or the official
policies of DHR and HCDSS.*

Submission Information

What's in the Light is published quarterly and will be sent in the winter, spring, summer and fall.

Submissions for the summer issue of *What's in the Light* are due in writing to **Tammy Brinkman** in the Director's Office by **Monday, July 11, 2011**. All articles should go through the appropriate assistant director first. Classified ads may go directly to Ms. Brinkman, but please limit your ads to no more than **two per person** and no more than **25 words per ad**.

Greetings & Farewells

New Appointments

Allison de los Santos on 1/6/10 in Adult Services.

Sally Thompson on 1/6/10 in LGA.

Alicia Schumacher on 3/10/10 in Family Investment.

Brenda Rupp on 5/5/10 in Family Investment

Kim Nicolaus on 5/5/10 in LGA.

Caitlin Salmon on 5/12/10 in Services.

Sarah Timm on 5/19/10 in Child Support (formally contractual at WAGE).

Christopher Eichberger on 6/16/10 in Family Investment.

Sharon Egyen-Davis on 7/14/10 in Services.

Denitra Fax on 7/16/10 in Family Investment.

Donna Dill on 8/25/10 in Services.

Rita Glover on 9/8/10 in Family Investment.

Marcella Kropp on 9/8/10 in Family Investment.

Willette Hubbard on 9/8/10 in Family Investment.

Robert Zengel on 9/22/10 in Family Investment.

Melanie Jones on 9/29/10 in Services.

Abayomi Olobatuyi on 11/17/10 in LGA.

Felicia Howard on 1/12/11 in Family Investment.

Faith Ramsburg on 1/12/11 in Family Investment.

Leila Sabrkehs on 2/23/11 in Services.

Farewells

Barbara Rene-Darbouze transferred on 1/13/10.

Celeste Walter retired on 5/30/10.

Thayer Mellin retired on 5/30/10.

Christine Kreh retired on 6/30/10.

Doretha Smith transferred on 7/27/10.

Edna Cowan retired on 8/30/10.

Robert Danneman transferred on 9/7/10.

Claire Hansen retired on 9/30/10.

Sandy Holmes retired on 1/31/11.

Oxana Olyashevsky transferred on 5/4/11.

All Staff Meeting – Mixing Business with Fun

December 10, 2010 – Bayou Restaurant in Havre de Grace



We'd like to thank the HEAR Committee for making this event possible and the Advisory Board Members for their generous donations of door prizes.



Employees Celebrate Ravens in the Playoffs



In a bathroom far, far away..."

During the 1990's, the decision was made to convert the then men's bathroom at the end of the "yellow brick road" to a women's bathroom. This decision was based on a request from female staff in that area as at the time there was only one man in the entire area. Now approximately 20 years later, a request was made by the male staff, which are numerous in that area of our office, to convert this bathroom back for their usage. Looking at the demographics of the Bel Air office it was found to be a reasonable request and having conferred with others the decision was made to convert the bathroom at the end of the "yellow brick road" closest to the stairwell (and Betty Bennett's office) to a unisex bathroom for use by all staff.

On Friday, May 6, 2011 the transition to a unisex bathroom was made. The official ribbon cutting took place at 12:30 p.m. Welcome home, men!

